

Job Value System designed for pay equity

An estimated 1,750 of the "most undervalued" positions in ODOT may be affected by a proposed revision of the state employee job classification system.

Positions considered most undervalued are in salary range 19 or below, and are 15 percent below the male payline, as defined by the 1984 Comparable Worth study.

A task force is considering how best to implement the Job Value System--the successor to Comparable Worth--to provide equal pay for

comparable work.

That task force will be making recommendations some time this month, according to Karen Roach, assistant director for ODOT Personnel Services and a member of that task force.

Roach said the first step toward adequately compensating employees holding undervalued positions may be to devise a new set of job class specifications.

The issues influencing whether or not the proposed Job Value System reaches implemen-

tation are complex and somewhat intertwined.

Fred Miller, director of the Executive Department, must decide whether to use the pay equity monies with the current classes or with the Job Value System class structure. He also must approve the process for its implementation.

State agencies, unions and the Executive Department must agree on the proposed class specifications.

"There may be more good in the proposed See PAY EQUITY, Page 4

NEWS

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OREGON DEPARTMENT OF TRANSPORTATION

MARCH 1987



IDEA EXCHANGE--Newly appointed ODOT Director Bob Bothman meets with DMV Administrator Dave Moomaw (center) and Barbara Pierce, supervisor of the Communications Unit in Salem, during a monthly "shoe leather meeting."

Bothman named ODOT director

Robert N. Bothman was appointed ODOT director by the Transportation Commission at its Feb. 17 meeting.

The nomination is subject to confirmation by the State Senate.

Bothman, 54, had served as acting director since December 1986, when his predecessor, Fred Miller, was selected to head the Executive Department.

Bothman had been deputy director since September 1985 and was an assistant state highway engineer prior to that.

The director-designate began work as a rear chainman on an Albany survey crew on June 11, 1951. That job helped him pay for his education at Oregon State University, where he earned a civil engineering degree.

Since then, he has worked for the Highway Division in Milwaukie, Beaverton, Hood River, Portland and Salem.

"I've done almost all the things there are to do in Highway, although I never did get into bridge

design," he said.

In upcoming months, Bothman said he hopes to build on his Highway Division experience.

"I want to become a strong advocate for all of ODOT's divisions. To do that, I've got to know a little bit of the detail of each of our operations.

"That doesn't mean I'm going to go in there and try to manage each of them. But, for example, when Motor Vehicles is working on supplemental appropriations, I need to understand just exactly what they're talking about."

Bothman said he plans monthly "shoe leather meetings" with managers and key employees in each of ODOT's six divisions.

"I hope to try to get a sense of what's important to the employees and managers out there so that I can come back and reflect on those while talking with division administrators. Really, it's just an opportunity to have the employees communicate with me and for me See BOTHMAN, Page 6

Jackson Scholars drive relies on ODOT

The Glenn Jackson Scholars program reached the half-way mark for scholarships and funding in 1986.

The balance of a \$250,000 goal must come from ODOT employees and stepped-up private sector contributions, according to Gary Potter, fund drive chair.

In the first two years of the campaign, department employees contributed nearly \$81,000, far exceeding expectations, he said. In addition, members of the Transportation Commission and friends of Glenn Jackson went \$10,000 over their final goal of \$50,000.

But contributions from foundations have been minimal, Potter said. When the idea of

the Jackson Scholars program was conceived, an original goal of \$150,000 from foundations was set.

Generally, he said, foundations have considered the program's focus to be too narrow for a grant because the funds go only to students closely related to employees within the department.

As the fund enters its third year, Potter said the balance will be up to ODOT employees and friends of Glenn Jackson.

"It looks like it's our own bootstraps that we will have to go down and pull up," he said. "One way or another, I'm confident

See SCHOLARS, Page 5



CAMPAIGN KICK-OFF--Three \$500 checks gave the 1987 scholars fund drive a big boost. The checks were from Gary Potter, fund drive chair (behind "bank" window); Jesse Dressler of the Association of Engineering Employees; and ODOT Director Bob Bothman.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 ODOT radio public service announcements use free air time and promote highway safety.

PAGE 4 Nearly \$67 million worth of 1987 highway projects remain on hold pending congressional action.

PAGE 5 The four Jackson Scholars have compiled a 3.5 grade point average--and stay socially active.

PAGE 8 Candid Comments: How can ODOT employees contribute to the Oregon Comeback plan?

A message from the director . . .

Since I moved into my first office 25 years ago, I've always maintained an open door policy. That literally means my door is always open to employees, as well as to the public. And, in the last few years, I believe I've become a better listener. That helps, because I thoroughly enjoy working with people and discussing things important to them.

In the February issue of *VIA*, nearly every ODOT employee interviewed for the *Candid Comments* page advised the

new director to keep an open door policy. Being accessible, involving employees, communicating, informing employees, keeping in touch--all mean establishing good communication between the director and the department's employees.

I couldn't agree more.

Whether it's called shoe leather or brown bag lunches, I've tried, over the last several years, to meet with each unit under my supervision on a monthly basis. I use the time to communicate to them the things on my mind and to listen to the things on theirs.

I initiated that same process beginning in February, when, as acting director, I met with key managers within each of ODOT's six divisions. We have

scheduled more meetings over the next several months so I can get out in the field and talk with the department's managers.

Although the Legislature demands a lot of my time, I do plan to get out to the crews and offices throughout the department and all the divisions in order to familiarize myself with the activities in the department. I've always prided myself in being able to understand the activities and programs of those whom I supervise. But I admit that's a mighty big order with a department of 5,000 employees.

NEW VALUES, NEW PLANS

At this stage in the department's history, the statement of department-wide values is quite timely. Those values--service to the public, quality management, pride in our employees, and contribution to Oregon--will provide us with a backdrop for supporting the Oregon Comeback.

As Gov. Neil Goldschmidt's plans to revitalize Oregon's economy unfold, we will align our efforts with his. Because transportation plays a key role in those plans, we will keep you informed on how you fit in.

Of course, in order to make the Comeback work effectively, we will need your help--and your ideas.

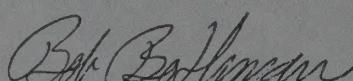
As ODOT develops a transportation response to the Oregon Comeback, with specific short- and long-term objectives, we all need to consider how each of us can contribute.

I encourage you to share with me your ideas. Feel free either to visit my office, to call or to drop me a note. Let me know what's going on. In turn, I'll try to do the same in the weeks and months ahead.

The governor's support of me as ODOT's new director and the Transportation Commission's selecting me for the position is, without a doubt, the highlight of my career. But just as important to me is the support I've had from so many people over the years, especially from various people throughout the department.

I believe I can tie my selection to the dedication and efforts of the many department employees I've worked with--mostly in the Highway Division, but our other five divisions as well. I hope many of you feel part of my selection.

As I accept this position, I do so with the strong belief that we have excellent managers and dedicated employees in ODOT. Let's move ahead now, and make this already top state agency even better.



Bob Bothman
ODOT Director

"Let me know what's going on. In turn, I'll try to do the same in the weeks and months ahead."



Letters

DMV customer service

Dave Moomaw, administrator
Motor Vehicles Division:

I just completed my driver's license test and got Oregon plates for my car.

Having done business with DMV offices in Santa Rosa, Calif., and in Yakima, Wash., I can truthfully say that our experience at your DMV office at La Grande, Ore., was a very pleasant one. Your people there were very pleasant and courteous.

Al F. Izzett
Elgin

Missing you, ODOT

VIA Editor:

Politics is astonishing. It has enabled me to go from an obscure director of the mammoth, highly regarded Department of Transportation to an obscure director of the 300-member Executive Department--and in a single decade.

I want to thank all of you for your generous and great gifts. I have been like a kid in a toy store. I could have used some help with all the instructions, though. I hope you will consider getting me for my birthday next month a robot that can figure out how to cope with all this technology.

I am going to miss all of you--for your help, your support, your friendships, your presents....

Fred D. Miller
Executive Department

'Pleasure doing business'

Dave Moomaw, administrator
Motor Vehicles Division:

I want to compliment you on the good help and service I received from the South Salem office recently.

My daughter had arranged to give me personalized license plates as a Christmas gift. Rick Trevino of the South Salem office was extremely courteous and helpful in getting my vehicle re-registered and in tagging the plates. Everyone in the office was courteous. It was such a pleasure doing business that I thought I'd write and say so.

Thomas C. Bolton, M.D.
Medford

Quality assistance

Max J. Klotz, Manager
Permits and Weighmaster Unit:

I would like to comment on Paul E. Kelley and the quality of assistance he has provided us over the past year.

In our line of business of log hauling and trailer manufacturing, it has become frequently essential to contact Mr. Kelley for his assistance on weight tables.

Our association with him has been more than satisfactory. Each time he has displayed his knowl-

edge, concern and consideration, and has been congenial and eager to assist in our needs.

Gene C. Whitaker, president
Gene Whitaker, Inc.

'Gracious attitude'

Bob Heckman
District 9 office manager:

I would like to bring to your attention a kind, considerate state employee who helped us on Christmas Eve day.

William Eddins was helpful in getting us off the highway, where our car broke down, gave us information on services available in The Dalles, and did so with a gracious attitude. What could have been a gruff and nasty experience was not because of Mr. Eddins's attitude. Thanks.

Cindy Hart
Aloha

(Eddins is a highway maintenance worker 2 with the Maintenance District 9 Landscape Crew in The Dalles.--Editor)

Thanks for honesty

Parks Division:

I felt it was necessary to thank the Parks Division for honest people like Ranger John Reill of Valley of the Rogue State Park.

He found a wallet that I had lost during a recent visit and called my home the next morning to let me know. When I went out to the park to pick up my wallet, he would not accept a reward.

I hope this letter will serve as some sort of a reward for Ranger Reill.

Mike J. Rodgers
Jacksonville

(Reill has since been transferred to Tou Velle State Park as a park ranger 2.--Editor)



ODOT NEWS

Oregon Transportation Commission

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David F. Bolender
Sam Naito

Director
Bob Bothman

Assistant Director for
Intergovernmental and Public Affairs
George Bell

Managing Editor
Andy Booz

Published by:
The Oregon Department of Transportation
Office of Public Affairs
140 Transportation Building
Salem, Oregon 97310
Phone: 378-6546





TOUCHING BASE--Members of the revamped Oregon Transportation Commission get a firsthand look at ODOT's Photocopy and Map Distribution Unit during a tour of the Transportation Building. Don Hanson, unit manager, lays out a set of maps for (from left) Commission Chairman Mike Hollern and commission members David Bolender, Sam Naito, Cynthia Ford and John Whitty.

Guide shows people at play

The Parks Division's new Park Guide features the people who operate and maintain the state parks as well as those who use them.

"Through photos, we tried to show people using and enjoying our facilities," said Monte Turner, information officer. Photos show people hiking, swimming, bicycling, fishing, visiting museums, flying kites, rafting, rock climbing, building a sand castle and competing in a run.

"That's in addition to several photos of people camping and picnicking," Turner said. "We also used several shots of Parks employees working directly with campers and visitors."

Though the guide is similar in format and size to the previous edition, Turner said he started planning the project last summer with Kevin Kohler, graphic artist, and Steve Johansen, operations support manager.

The new edition contains two additional pages of color photographs, more color accents on



employees. Several photos were donated by a volunteer camp host.

The division prints around 200,000 copies of the free guide each year. They are distributed at all state parks and through most chambers of commerce.

'Retirees' Yearbook' is back

The second "Retirees' Yearbook" is under production, and its editor is looking for ODOT employees who retired in 1986 and 1987.

"We had such a good response to our 1985 yearbook that we have decided to continue producing yearbooks for each graduating class," said ODOT Public Affairs Specialist Ann Snyder.

Original plans to produce an annual yearbook were modified to save costs. This year's publication will include retirees from both 1986 and 1987, according to Snyder.

"We want to photograph as many retirees as possible," she said. In addition to photos, retirees who left ODOT after 30 or more years of service will also be interviewed.

Snyder has written all 1986 and 1987 retirees, requesting those who have not already done so to arrange for photo sessions.

"We are also interested in hearing from employees who plan to retire later this year or in coming years," she said. "We can always

Retirees to meet

A yet unnamed group of Right of Way Section retirees is planning an informal luncheon March 23 in West Salem.

All Right of Way retirees from throughout Oregon are invited to attend the no-host gathering, set for the King's Table restaurant, 1495 Edgewater NW.

"We just gather together, talk and eat lunch," said Richard Smart, a retired assistant appraisal supervisor.

For more information, contact either Smart at 363-9506 or Ken Chatwood at 363-9705.

Radio PSAs use free air time, promote safety

Oregonians are getting the message on freeway safety through a series of five public service announcements produced by the Highway Division and the ODOT Radio News Service.

"The PSAs have been well received by Oregon radio stations," said Ed Schoaps of ODOT Public Affairs. "Since there is no charge to air public service messages, we're getting a lot of free time on stations throughout the state."

A random survey of radio stations using the 30-second spots shows the division would have paid between \$540 and \$3,600 for commercial air play of the messages. The average charges at sample stations would have totaled about \$1,600 each.

"If that average holds true for the stations we know are using the spots, as much as \$50,000 worth of free air time has been donated so far," Schoaps said.

"That's a great return on our investment, since the PSAs cost less

than \$750 to produce," he said. Money for the effort comes from special federal traffic safety funds.

Ken Husby, Region 2 construction engineer, is the "voice of the Highway Division." He will talk about highway work-zone safety in the next series of PSAs, according to Schoaps.

"As much as \$50,000 worth of free air time has been donated so far."

"Drivers are not aware of the dangers our work crews face with just a few orange cones between them and speeding traffic. People have been injured and even killed by careless drivers who ignored work-zone traffic controls. It's such a problem nationwide that work-zone safety is one of the themes of this year's National Transportation Week," said Schoaps.

News briefs



Safety theme, mall shows planned for 1987 NTW

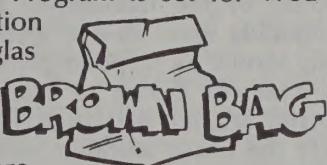
National Transportation Week is May 11-17 and a special ODOT committee is meeting monthly to plan celebrations in La Grande, Medford, Bend and Salem.

NTW has a safety theme this year, according to Lisa Flansberg, Highway Region 2 office manager, and John Elliott, Highway Division information officer. The two are co-chairs of the NTW planning committee.

"We are planning mall shows in Medford, Bend and Salem involving nearly all of ODOT's divisions," Flansberg said.

Wellness seminar topic is low-impact exercise

The last in a three-part series of noontime Brown Bag seminars offered through the ODOT Wellness Program is set for Wednesday, March 4, in the Transportation Building Conference Room. Dr. Douglas Carney, a Salem physician, will speak on "Low Impact Exercise," according to Janet Rees, program coordinator. ODOT employees are encouraged to bring their lunches, questions and ideas.



Runners, walkers, volunteers needed for event

A 10-kilometer and two-mile fun run--both free to all ODOT employees and their families--will be part of this year's National Transportation Week activities. A two-mile walk also is planned.

Those events will be held at Minto-Brown Island Park in South Salem on Saturday, May 16, at a time yet to be announced. For more information, or to volunteer during the day of the event, contact Janet Rees, ODOT Wellness Program coordinator, at 378-8507.

Parks enlists retirees, camp hosts for RV shows

The Parks Division has enlisted retirees and volunteer camp hosts to staff Parks information booths at recreation vehicle and sportsmen's shows in Portland, Salem and Eugene during February and March.

"Their assistance saves paid staff time," said Monte Turner, information officer. "Besides, they know the park system well and have similar interests to those attending the shows."

The people working at the booth receive free admission and parking. Several Parks employees also volunteer to represent the division at the booths.

Solon dispute delays projects

Highway Division is currently delaying nearly \$67 million worth--or about one-third--of \$200 million in highway projects planned for 1987.

It is because Congress has yet to agree on a new Surface Transportation Assistance Act authorizing federal funds for highway construction. The act expired Sept. 30, 1986, with the closure of the federal fiscal year.

Both houses of Congress have passed their own versions of a new bill, but have yet to agree on a compromise measure. At issue is an amendment tacked on the Senate version by Western states' senators to raise the speed limit on rural interstate freeways to 65 mph.

The House version differs in the way funds are apportioned, and members are also adamantly opposed to the Senate's speed limit increase.

That means that since last October, the Highway Division has been relying on federal funds apportioned to Oregon in previous years. Those funds remained unspent because Congress imposed obligation ceilings to curb federal spending.

"We assume that in March we'll have virtually expended funds that are available under the

federal-aid program," said C. O. Fredrickson, construction engineer. If that happens, the division must juggle construction schedules and rely on state gas tax fund programs.

But those unobligated federal funds are committed in categories that don't necessarily reflect the division's highest priorities, according to Gary Potter, program manager.

If the act is reauthorized after a long delay, contractors will be faced with a backlog of jobs to complete on a short fuse.

"We are out of funds in some critical categories such as on the primary and secondary highway system," he said. That has halted work on about 5,000 of the 7,000-mile-plus state highway system.

The project juggling and delays forced by Congress's inaction could have "two very real impacts" on Oregon's construction industry, Potter said.

First, an estimated 22 private industry jobs will be cut with every million dollars not spent on highway contracts. And second, the road work simply won't get done, he said.

"The road user will be deprived of decreased operation costs, lower accident rates and a better road to run on," Potter said.

He estimates construction delays have already cost almost 1,500 private industry jobs.

If Congress doesn't act by July 1, the Highway Division could delay up to one-half of its 1987 construction program--and affect 39 projects worth more than \$103 million, Potter said.

If the act is reauthorized after a long delay, contractors will be faced with a backlog of jobs to complete on a short fuse. The longer the delay, the greater the chance that work will be postponed to 1988.

In the first quarter of 1987, multi-million dollar projects in Lane, Lincoln, Douglas, Deschutes, Jackson, Umatilla, Multnomah and Washington counties are being delayed. And if a new act is not passed before July 1, major work in Jackson, Multnomah and Linn counties also would be placed on the back burner.

After the collision



FINDINGS--Bridge Engineer Walt Hart, left, and Eldon Everett, District 1 maintenance supervisor, determine the extent of the damage to the Columbia River Bridge after a ship struck its wooden protectors Jan. 31 during an evening storm. Right: Although Hart says the heavy wooden fender system around the bridge pier suffered "substantial damage," as the divers confirmed, it prevented any apparent damage to the bridge itself.



Transit selected national convention host

ODOT's Public Transit Division has been selected by the Transportation Research Board to host a national four-day convention in Ashland in August.

The Eighth National Conference on Rural Public Transportation will feature the theme: "Improving mobility through competition, cooperation and coordination."

"We expect participants from throughout the United States," said division administrator Denny Moore, who will serve as co-chair-

man of the conference along with a California transportation consultant.

"Past conferences have proven very popular with smaller transit systems," Moore said. "It is their chance to focus on issues that are important to them without being overwhelmed by the larger systems' concerns."

The division has contracted with Portland State University's Center for Urban Studies to help plan and conduct the conference.

Skills assigned points in Job Value System

PAY EQUITY, from Page 1

system than there would be in implementing pay equity funds with the old classes," Roach said. "But if there are some things that still are not equal, we say let's change them."

If the pay equity fund is implemented with the current system, the question becomes how to define the most undervalued jobs in the current class system. That's needed to determine each union's share of the pay equity fund.

Roach said that there are two potential methods of determining what classes are undervalued. The first is to use the 1984 Comparable Worth data, which point-factored job groups. Many people are uncomfortable with this option because it uses old data and old averages, Roach said.

An alternate approach to determining what classes are undervalued involves assigning points to the current class specifications--all of them. Points would be assigned for required job skills, education and problem-solving ability, for example.

If the agencies' comfort level is sufficient to implement pay equity with the new classes, Roach said, the task force may recommend a limited implementation--and limited 1987 contract negotiations--to only those classes determined to be most undervalued.

"This is a big bite, and state agencies will have enough on their hands implementing just those classes," Roach said.

For classes unique to particular agencies, an option would be to implement the new class(es) within the existing class salary range--if the Executive Department, the agencies and unions can agree.

If this doesn't work, it may mean delaying implementation to the next contract negotiation cycle, in 1989. This will avoid constant negotiation over new class implementation during the biennium and having to pay new dollars to implement new classes.

Of course, equal pay for comparable work--or pay equity--takes dollars. More of them.

Funding for pay equity relies on the outcome of Senate Bill 228, which allows for nearly \$21 million. Gov. Neil Goldschmidt's budget then must support that implementation. Concurrently, the union must re-negotiate a contract.

If pay equity funds are approved by the Legislature and negotiated by the unions, it's possible those funds would be implemented by late 1987 or early 1988, Roach said.

5 and 10 Years Ago

MARCH 1982

- Dedication ceremonies for I-205 and the Glenn L. Jackson Memorial Bridge have been scheduled for May 15, 1983.

- Truck accidents on Oregon's highway system have declined at a steady rate since Highway Division weighmasters began a truck safety inspection program about 20 months ago.

- Cold and wet weather is being blamed for reduced attendance at State Parks offering special low rates this winter.

MARCH 1977

- The Joint Ways and Means Committee has directed the Highway and Motor Vehicles divisions and the Office of the Director to prepare zero-based budget plans showing successive 8 percent and 25 percent reductions.

- Gov. Bob Straub issued a conservation directive to ODOT and other state agencies because of impending water and energy shortages.

Legislature reviews field revolving fund

The Highway Division's field revolving fund is being reviewed by the Legislature, according to Don Adams, assistant state highway engineer.

Senate Bill 104, proposed by the division, seeks to reinstate the fund while avoiding the problems which led to its suspension late last year. The bill would create a fund similar to that used by many other state agencies.

The fund was suspended after a Secretary of State audit was issued which criticized using the fund for other than the allowed emergency or discount purchases; for "fragmentation," where several checks were written to exceed the allowed \$500-limit of purchases; and for a small number of wrongful purchases.

"SB 104 would allow purchases of services, supplies and capital outlays without the emergency and discount criteria set up in the current law," said Adams.

"The Legislature is most interested in this bill, and each committee involved is looking at it very closely. Getting it passed will be no piece of cake," he said.

If the Legislature approves the bill, the Highway Division is expected to lower the allowed purchase limit to \$300, limit fund use to fewer employees, tighten accounting control procedures and strengthen the department's ban on fragmented purchases.

The Capitol Scene...

By George Bell
Assistant Director
Intergovernmental and
Public Affairs

On his first full day as the new director of ODOT, Bob Bothman spent an hour and a half giving a flip-chart presentation on the Roads Finance Study to a Ways and Means subcommittee.

It was a challenging task, one that he was perhaps uniquely qualified, and able, to carry out.

Bothman, as deputy director, had been the driving force behind the year-long study, which was jointly conducted by ODOT with the League of Oregon Cities and the Association of Oregon Counties.

The study lays out Oregon's road and bridge needs, at the local and state level, for the next 20 years. It was a \$500,000 undertaking, the first such assessment ever made in Oregon's history.

The findings are highly credible. Over 5,000 field samples were taken from roads in each of Oregon's 36 counties, and more than 225 communities were

Jackson Scholars compile 3.5 GPA

The four scholars keep on top, academically and socially, in their college careers.

Chris Hyun, 1986 Jackson Scholar; 3.6 GPA; Dartmouth College, Hanover, New Hampshire.

Majoring in Pre-Medicine; Chemistry minor.

Activities: Plays clarinet in school band. Member of Amnesty International, Asian organization. Plays intramural sports.

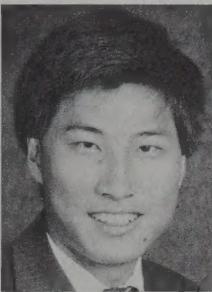
"First of all, it gave me a lot more flexibility in financing school and relieved much of the financial pressure. And second, it has been a big motivation for me because I know someone is backing me. I appreciate all the help and support I receive from ODOT."

Jennifer Inman, 1986 Jackson Scholar; 3.2 GPA; University of Oregon, Eugene.

Majoring in Political Science.

Activities: Member of the Oregon Marching Band. Works in food services at Northwest Vending Co.

"The Glenn Jackson Scholars program makes me conscious of my grades and how well I'm doing. It keeps me on task, but I view that as a positive. It has taken a lot of the financial pressure off, and (because I will work at ODOT) I don't have to worry about getting a summer job."



**Chris Hyun
1986 Jackson Scholar**



ON CAMPUS--1985 Jackson Scholars Ruth Schmidt, left, and Kristi Helman strolled the Oregon State University campus between classes.

Kristi Helman, 1985 Jackson Scholar; 3.2 GPA; Oregon State University, Corvallis.

Majoring in Business Administration with emphasis on accounting; minor in Pre-Law.

Activities: Member and Activities Director of Phi Chi Theta, a business and economics fraternity

(requires 3.0 GPA or above to be asked to join). Works as receptionist at Dixon Recreation Center.

"The Glenn Jackson Scholars program has definitely eased the burden of worrying about college expenses, which in turn helps me keep my mind more on my classes."

Ruth Schmidt, 1985 Jackson Scholar; 3.98 Oregon State University, Corvallis.

Majoring in Business Administration with emphasis on accounting; minor in Mathematics.

Activities: Member of Phi Chi Theta, a business and economics fraternity; representative to the national Phi Chi Theta.

"The support I've received from the department has not only eased the financial burden of college, but your continued support gives me incentive to work even harder."

Scholars applications available

SCHOLARS, From Page 1

we'll attain our goal of \$250,000."

Donated funds are invested by the state treasurer. Only interest on the money is distributed to students, leaving the principal to continue earning interest for future years.

Scholarship application forms are available from the ODOT Personnel Office. Application deadline is April 15.

Applicants must be the dependent of an active employee who has worked at least 36 months for the department, according to Karen Roach, assistant director for Personnel Services. Children of retirees are also eligible, Roach said.

In May, two more scholars will be selected, bringing the total so far to six. The program is designed to eventually sponsor eight students.

inventoried. Local roads and bridges in rural counties were checked out along with modern freeways in metropolitan areas.

The results were stunning. A gap of \$21 billion loomed up between the cost of work that will need to be done over the next two decades and the amount of revenue that will be raised during that time with present fees and taxes, Bothman told the subcommittee.

The legislators appeared subdued by the information. There were a few questions about the methodology of the survey or what inflation factor or population estimates were used, but they mostly sat and listened to Bothman's presentation.

What to do about the monumental problem? A first step, Bothman said, is HB 2112, a funding bill which has been introduced at the request of the interim Joint Committee on Transportation, co-

chaired by Sen. Jane Cease and Rep. Robin Lindquist.

The bill, now awaiting hearings in the House Transportation Committee, would:

- Impose a 2 percent titling fee on new and used cars at the time of sale;
- Increase registration fees on certain vehicles; and

"The study lays out Oregon's road and bridge needs, at the local and state level, for the next 20 years."



• Increase the gas tax (and equivalent weight-mile tax) by 2 cents for each of the next two years.

Bothman admitted ruefully that he was the only person he could find so far who supported the titling fee, but he said he had found broad general support for the other two components of the bill. Some heads nodded among the committee members.

The presentation concluded amicably, with some questions

about the wisdom of including all three fee and tax increases in the same bill--a kind of putting all your eggs in one basket.

Just the day before, a similar presentation had been made privately to Gov. Neil Goldschmidt, and the daily press reported that the governor was "skeptical" but uncommitted, one way or the

other, about the proposal.

Tax increases of any kind are never easy to pass. Legislators are understandably sensitive about that kind of thing, and the constituents back home are always vigilant.

So HB 2112, which is so critical to the future of Oregon's infrastructure, faces a stern trial in the weeks and months ahead.

Clearly, it is the most important bill of the 1987 legislative session, as far as ODOT is concerned.

Highland chosen new Aeronautics planner

Tom Highland has been selected as the Aeronautics Division's new assistant administrator for planning. As such, he will direct the division's overall aviation planning efforts.

Highland will be responsible for coordinating and directing the planning staff to develop Oregon's Continuous Aviation System Planning Program, he said.

His work will provide the basis for establishing and revising Oregon's aviation goals, objectives and priorities. The information he gathers will be used by Aeronautics Administrator Paul Burkett to form future aviation policy.



Tom Highland

Right now, Highland said he is in the "get acquainted" stage.

"I've been through two stacks of files and have more to go. I'm gathering my information base in order to find out where we've been in the past and where we can go in the future."

His goals for his job are "to increase people's awareness of aviation, how they can use it and how they can benefit from it."

Prior to joining Aeronautics, Highland served as manager of Pearson Airport in Vancouver, Wash. His background also includes 20 years Air Force duty and a position as Air Force liaison to the Civil Air Patrol.

A registered pilot who flies his own Cessna 195, Highland is an Oregon native, born and raised in Klamath Falls.

Bothman plans field visits

BOTHMAN, From Page 1

to talk with them. That's healthy communication," Bothman said.

He said he also plans to visit employees in each region either this summer or fall.

Bothman's transportation career features a diversity of roles.

Prior to being named as an assistant state highway engineer in March 1982, he had served as sign engineer, maintenance engineer and administrator of the Highway Division's metropolitan region.

During nine years in Portland, he was in charge of developing the East Portland Freeway (I-205) and the freeway withdrawal program

Retirements

Harry Barnett, DMV investigator supervisor, Salem, retired in January after eight years of service.

Lorraine Ellis, highway program coordinator 2, Construction Section, Salem, retired in February after 35 years of service.

Raymond Felion, highway engineer 1, Right of Way Section, Salem, retired in February after 31 years of service.

Allen Hobson, weighmaster, District 10 Weighmasters Office, Coos Bay, retired in February after 28 years of service.

John Hunt, supervising systems specialist, Information Systems Development Section, Salem, retired in March after 29 years of service.

Nevada Kilian, DMV motor vehicles representative 2, Bend, will retire in March after 21-plus years of service.

Paul Myers, highway maintenance worker 2, Ashland, retired in January after 31 years of service.

John Tindall, supervising highway engineer D, Bridge Section, Salem, retired in February after 31 years of service.

for the Mount Hood Freeway (I-84) and the Industrial Freeway (I-505). Those freeway withdrawals generated more than \$500 million for 200-plus transportation projects in that area, including the Banfield Transitway, a combined light-rail line and freeway.

As assistant highway engineer, Bothman supervised planning, research, programming and fiscal efforts. While deputy director, he had responsibilities for the Central Services Division.

This vandal paid cash

This vandal paid for her deed--in cash.

In a meticulously hand-written note, a young Tigard girl confessed to having carved a picnic table while recently visiting a state park.

Ten-year-old Jolie Baldwin said her mother passed down the penalty: a written apology and a \$5 bill to cover repair costs.

The note and the cash, presented to Parks Division Administrator Dave Talbot, read:

"I went to Silver Falls State Park campgrounds. I carved on a table. I'm sending you five dollars. I hope it will pay for the damages I made. I apologize for my thoughtlessness and vandalism. Sincerely, Jolie."

Talbot mailed the cash and Jolie's repentance to Silver Falls State Park with instructions to use the money to fix damaged tables, and then dashed off a reply that waxed philosophical.

"It is not easy to apologize," Talbot wrote. "I admire you for telling us what you did and for sending money to pay for it."

Moving up

Moving up

Moving up

Moving up



Highway Division

Kenneth Black, highway maintenance worker (HMW) 2 to HMW 3, Ontario.

Ralph Borchert, engineering technician (ET) 1 to ET 2, Salem.

Thomas Chambers, HMW 4 to highway maintenance foreman (HMF) 1, Portland.

Jerry Hakes, HMF 2 to highway maintenance supervisor (HMS) B, Coos Bay.

Alfred Heyn, highway engineer (HE) 1 to HE 2, Salem.

Kimberly McCreight, clerical specialist to administrative assistant, Salem.

Dennis McIntosh, HMW 3 to HMF 1, Newberg.

Michael Morris, HE 1 to HE 2, Salem.

Karl Nuse, HMW 2 to HMW 3, Eugene.

Robert Parker, HE 1 to HE 2, Salem.

Julie Redden, secretary to administrative assistant, Salem.

Raymond Siens, HMW 2 to HMW 3, Klamath Falls.



Jane Harmon
Program Executive A
DMV, Salem



Jerry Hakes
HMS B, Coos Bay

Parks Division

Michael Hewitt, park manager C to program executive A, Curry County.

Motor Vehicles Division

Mable Cook, clerical specialist to administrative assistant, Salem.

Kelly Greene, motor vehicle representative (MVR) 1 to MVR 2, Medford.

Jane Harmon, management assistant C to program executive A, Salem.

Ed Della Paolera, MVR 1, Grants Pass, to MVR 2, Medford.

Lois Price, clerical assistant to clerical specialist, Salem.

Everett Ragan, MVR 1 to MVR 2, Portland Drive Test Center.

Safety awards

La Grande Shop Crew; Carl Goldsby, supervisor; 50,000 hours.

La Grande Engineering Crew; Joseph Schlieski, supervisor; 50,000 hours.

Pendleton Bridge Crew; Roland Dubois, supervisor; 3 years.

Jordan Valley Maintenance; Clyde Nichols, supervisor; 3 years.

Estacada Maintenance Crew; Dave Lamb, supervisor; 200,000 hours.

Region 5 Office Crew; Robert Hector, supervisor; 250,000 hours.

Materials Section Crew; Bill Quinn, supervisor; 400,000 hours.

Bend Maintenance Crew; Don Eppers, supervisor; 300,000 hours.

Eugene Engineering Crew; Chuck Hemenway, supervisor; 50,000 hours.

Region 3 Geology Crew; Jim Bilderback, supervisor; 300,000 hours.

Detroit Maintenance Crew; Lloyd Tolman, supervisor; 50,000 hours.

Region 2 Traffic Line Crew; Ken Broadwell, supervisor; 12 years.

District 4 Office Crew; John Grassman, supervisor; 15 years.

Albany Bridge Crew; Roy Clark, supervisor; 150,000 hours.

Maintenance Headquarters Office Crew; Jack Sullivan, supervisor; 400,000 hours.

West Linn Engineering Crew; Jerry Street, supervisor; 50,000 hours.

Chiloquin Maintenance Crew; Wayne D. Brown, supervisor; 3 years.

Klamath Falls Engineering Crew; Richard Steyskal, supervisor; 250,000 hours.

The Dalles Sign Crew; Bob Wilson, supervisor; 12 years.

Farewell Bend Weighmaster Crew; Joel Triolo, supervisor; 200,000 hours.

Pendleton Engineering Crew; Tom Penner, supervisor; 100,000 hours.

Region 5 Right of Way Crew; Bill Barnett, supervisor; 12 years.

Traffic Signal Unit; Leon Stormo, supervisor; 350,000 hours.

Equipment Unit Headquarters and Storeroom; Bob Kuenzli, supervisor; 50,000 hours.

Salem-Waldport Weighmaster Crew; Dale Bennett, supervisor; 9 years.

Portland Drawbridge Crew; John Clapp, supervisor; 750,000 hours.

Region 2 Office Crew; Bill Anhorn, supervisor; 300,000 hours.

Salem Maintenance Crew; Fred Mitchell, supervisor; 50,000 hours.

District 9 Office Crew; Chet Anderson, supervisor; 24 years.

Portland Engineering Crew; Harold Broderick, supervisor; 200,000 hours.

Salem Engineering Crew; Ken Stoneman, supervisor; 200,000 hours.

On the job with Jan Raymond

By Andy Booz
Managing Editor

Question: How do you survive dedicating seven years to a career, finding it overhauled overnight by changes in the motor vehicle laws, warming up to a complicated new computer system--and then having your office burn down?

Answer: First, become a mother and raise five daughters.

Jan Raymond has done all of the above.

How? With an insatiable appetite for the unexpected, a need to learn and work, side by side, with her co-workers and the public.

As lead worker at the Beaverton Motor Vehicles Field Office--one of DMV's busiest and, recently, most transitional offices--she finds she doesn't have to search for new challenges.

After her youngest children entered high school, Raymond decided it was time to start a new career. "I wanted something with a bit of a challenge, to see what I could do," she says.

"I pounded the pavement looking for just the right thing," and found it in an entry-level position as a motor vehicles representative (MVR) in the East Portland Motor Vehicles Field Office.

New challenge

Within a year, she was promoted to MVR 2, transferred to Beaverton and placed in the DMV hot seat--the precarious job of drive test examiner.

Being a drive test examiner "can get impersonal," particularly when 20 exams are crammed into an eight-hour day, she says.

"You go out with these people, do your job, and may not even think about the consequences. After a while, things become fairly routine--people either pass or fail."

That changed when she arrived at work one morning and noticed a man standing in the lobby.

"He had really bad palsy, and I pitied him because he looked so ill--he was shaking and drooling, he had really bad muscle control. Later, I walked to the drive lane and saw him standing by the car. My first reaction was, 'You've got to be kidding.' But he was determined. That was what he wanted to do."

"But when we got in the car, I soon realized he was in no shape to drive. He couldn't even grasp the

steering wheel; he just placed his hands on it. It just took forever for him to get his foot off the accelerator and onto the brake pedal. Every time we needed to stop, I'd get really nervous."

"Ordinarily we give people three drives--three different opinions, three chances at the drive test. But in this case, I didn't honestly think anyone should take him out again."

Raymond checked with Salem headquarters to see if she could make an exception to the rule.

"It became apparent that his

"So I walked over, put my hand on his shoulder, looked in his eyes and said, 'I'm sure you're capable of a great many things, but driving shouldn't be one of them.'

"There comes a time when you have to quit driving, and you have to be told." She has since denied others their driving privileges. When she does tell someone, she suggests alternate types of transportation--knowing how much not being able to drive can affect a person's lifestyle.

That kind of lifestyle change is

"My background wasn't easy at the time, but I did learn to adjust to just about anything."

doctor had given him a medical clearance to drive and that his daughter had driven him here. That man had bullied his doctor to clear him for a drive test."

She called him into the back room, explained the mistakes he had made on the exam and told

something Raymond grew up with. Born in Astoria as the daughter of a traveling vacuum cleaner salesman, she traveled throughout California and Oregon. By the time she graduated from high school, she had attended seven different high schools.



CUSTOMER SERVICE--Jan Raymond, lead worker at the Beaverton DMV Field Office, enjoys working with the public and with others at the staff. An insatiable appetite for the unexpected keeps Raymond interested in the ever-changing Beaverton office.

him her decision, that he should quit driving immediately.

"Well, then he looked up at me and he knew that was it. He had no argument. It was true: He finally realized he shouldn't be driving. I could see that in his eyes, and I could see how much I had hurt him. It just completely disabled that man. Even with all his medical problems, he had been a fighter."

"It makes me a very flexible person. My background wasn't easy at the time, but I did learn to adjust to just about anything."

In her eight years with DMV, she has seen many changes--in personnel and in the manner and speed of handling customer transactions, for example. But none have been as staggering as the changes of 1986.

As lead worker, Raymond is an

assistant to the office manager. She helps manage office operations and trains members of the staff.

Last summer, with the addition of a new computer, called the Driver License Issuance System, doing things the old way wasn't an option.

"All the procedures we had learned, everything changed, because everything we did--every transaction--had to be entered into the computer." The sudden automation affected even the simplest tasks.

"It was frustrating. You get fairly proficient at what you're doing, and all of a sudden the way you are doing things is so much more complicated."

Partly because of the new computers, partly because of adjustments to procedural changes required by the Legislature, customer waiting times averaged over an hour. Lines were so long that people would hawk customer wait numbers outside on the sidewalk.

Just when DMV had cut those down to size and, consequently, had reduced customer wait times closer to the goal of 15 minutes, a mid-December arson fire disrupted operations.

To some, the fire would have been the final blow. But not Raymond.

It's a strain on the nerves dealing with change. Sudden automation, customer

confrontations, conflagration--all tend to try one's patience. But she handles it.

"You have to be really tuned in to dealing with the public. I don't really know why I like my job so much because it really is difficult. But maybe that's why I like it--for that challenge when I get up in the morning, come to work and think, anything could happen today."

Retirees report

Les Farnam, Salem, retired auto mechanic 2, Equipment and Services Unit, 1963.

Les started work for the department in Pendleton beginning in 1919, when the state highway engineer was Herbert Nunn.

Since his retirement, Les has traveled to every country in the world, except Africa, and to every state in the United States.



After having worked 47 years, he enjoys the fewer demands on his time.

He has taken time to visit his children, in La Grande and in Yakima, Wash., but mostly, he says, he insists they visit him.

Bob Hamilton, Beaverton, retired manager, Permit and Weighmaster Section, 1984.

After spending his first year of retirement renovating a house he and his wife purchased on five acres in Beaverton, Bob has kept busy with part-time work.

Last year, he said, he served "a

little bit" as a consultant with a New York firm that manufactures splash and spray devices. This year, he has gone to work part time as the public relations advisor for the Oregon Trucking Association. That will have him lobbying the Legislature on behalf of the OTA.

"The part-time work enables me to see some of the people I used to work with," he said.

Ed Rief, Portland, retired district inspection engineer, Materials Lab, 1977.

Ed volunteers one day a week at Sunnyside Hospital, where he does

most anything asked of him.

"I've got a floating job, which means I do most everything except feed or touch the patients," he says. He takes wheelchair patients in and out of the hospital, delivers food trays to patients and runs errands.

In the first three years of Ed's retirement, he and his wife would drive their travel trailer to Carpinteria, Calif., park on the beach and enjoy the ocean view. Although they've also been on cruises in Alaska, Mexico and the Caribbean, Ed says Hawaii in the springtime remains their favorite spot.

CANDID COMMENTS

How can ODOT employees contribute to Gov. Neil Goldschmidt's Oregon Comeback plan?

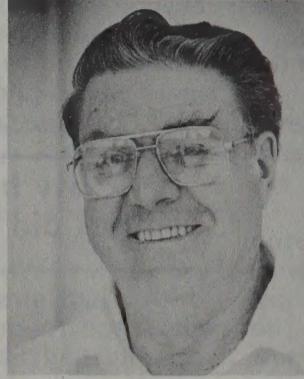
Wes Heidenreich, HWY Senior Pavement Management Analyst Salem



Cyndy Crawford, HWY Clerical Specialist District 8 Office, Medford



Larry Strenke, Parks Park Ranger 2 Fort Stevens State Park



Lou Cornish, DMV Office Manager Tillamook Field Office

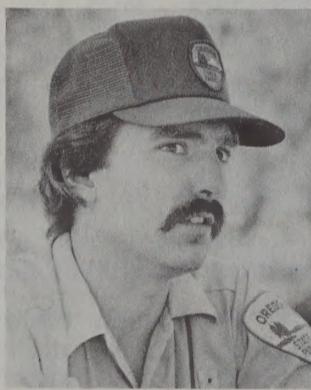
Carolyn Campbell, DMV Assistant Administrator Vehicle Services, Salem



Wes Heidenreich

Oregon's fine highway system encourages tourism. We must continue to look for ways to make our jobs more effective in preserving our system.

Mark Knieriem, Parks Park Ranger 2 Champoeg State Park



Ed Fischler, Parks District Park Manager Armitage State Park District



Cyndy Crawford

ODOT employees can suggest how to keep Oregon beautiful--maybe even suggest economic development projects. All of us can contribute by being friendly, polite and helpful to all those we come in contact with. We need to be cheerful and to do our jobs to the best of our ability.

Larry Strenke

It'll take self motivation, acting more professionally and keeping in mind that we're dealing with people. We've got to remember we're in the people business, that we need to supply people with the information they need. And we've just got to enjoy what we're doing.

Lou Cornish

At DMV, we are doing everything we can to meet the requirements of the Oregon Comeback--by opening more offices, hiring new people and generally trying to upgrade our customer services. ODOT also is helping to improve the road system, and that should make Oregon more attractive to companies considering moving here.

Carolyn Campbell

Laws and rules governing our agency, while designed for the common good, are often unpopular. We need to find new ways to be responsive to the public's needs by presenting our rules in a more human and reasonable way.



Mary Volm, HWY Highway Information Officer Region 1 Office, Milwaukie

Orren Vann, HWY Highway Maintenance Foreman 2 Bridge Repair, Salem



Joyce Zobrist, Parks Management Assistant Region 4 Office, Bend

Mark Knieriem

I believe that in the State Parks system we can help the governor's Oregon Comeback program by focusing on our people and our natural resources. With that emphasis, I think that businesses and the public will see that Oregon is truly one of the most livable states.

Ed Fischler

ODOT employees must contribute with ideas and support Goldschmidt's plan. But most employees have not seen a copy of it, so it will be up to supervisors to generate enthusiasm for it and to open the lines of communication. The Oregon Comeback will be a success if we have a team effort.

Mary Volm

Each of us can work to broaden our understanding about the private sector and work to become better partners. By thinking creatively and being more flexible, we can produce opportunities that will help Oregon rebound economically.

Orren Vann

I believe that a solid transportation system is the backbone of any economic recovery, specifically for the movement of goods and services throughout the state. But any system is only as strong as its weakest link. We need to find that weak link, and I think ODOT employees are in position to do that.

Joyce Zobrist

Enthusiasm is contagious. For the Oregon Comeback to be a success, it must involve every Oregonian. State Parks employees have a wonderful opportunity to inform in-state and out-of-state visitors. They should be informed and involved to maintain their enthusiasm and spread Oregon's message.